

***Manpower & Force Management  
Planning Board Meeting  
Focus on Interns  
CP26 Proponency and Your Career***



**Mrs. Diane M. Schaule**  
**Chief, Manpower Policy, Plans and Programs Division**  
**Office of the Deputy Chief of Staff**  
**for Personnel (G-1), Pentagon**  
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## ***Subjects Covered***

- Mission of CP26 Workforce
- Mission of Proponency
- Management Structure and Functions
- Demographic Data
- Functions of Manpower
- Career Management
- Professional Development
- Awards and Marketing
- CP26 Resources
- Questions????



## ***Our Mission***

**is to provide professional manpower and force managers whose purpose it is to design, develop and field the operating and generating forces for the Army in support of the National Military Strategy.**

### **Career Program Leadership**

***Mr. Mark R. Lewis***

***Functional Chief Representative***

***LTG F. L. Hagenbeck***

***Functional Chief***

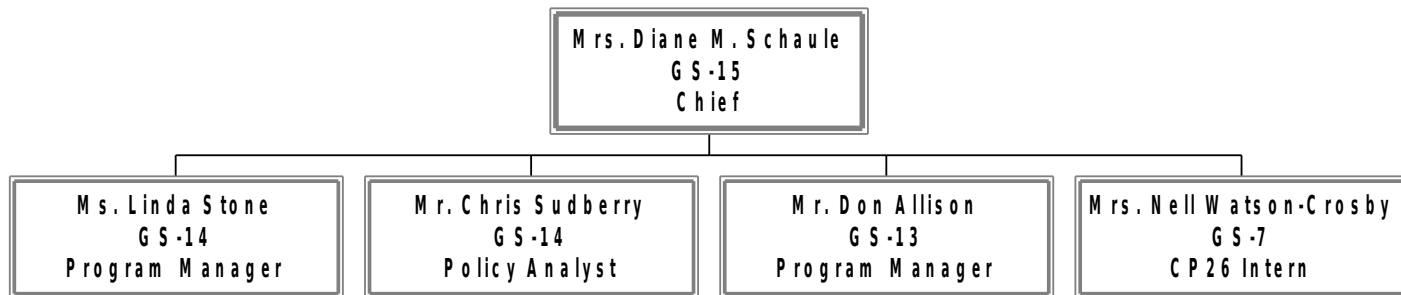


## ***Mission of CP26 Proponency***

**Provide centralized management and oversight of the intake, professional development, and utilization of the Manpower and Force Management professional workforce**



# ***Manpower Policy, Plans and Programs Division Deputy Chief of Staff, G-1***

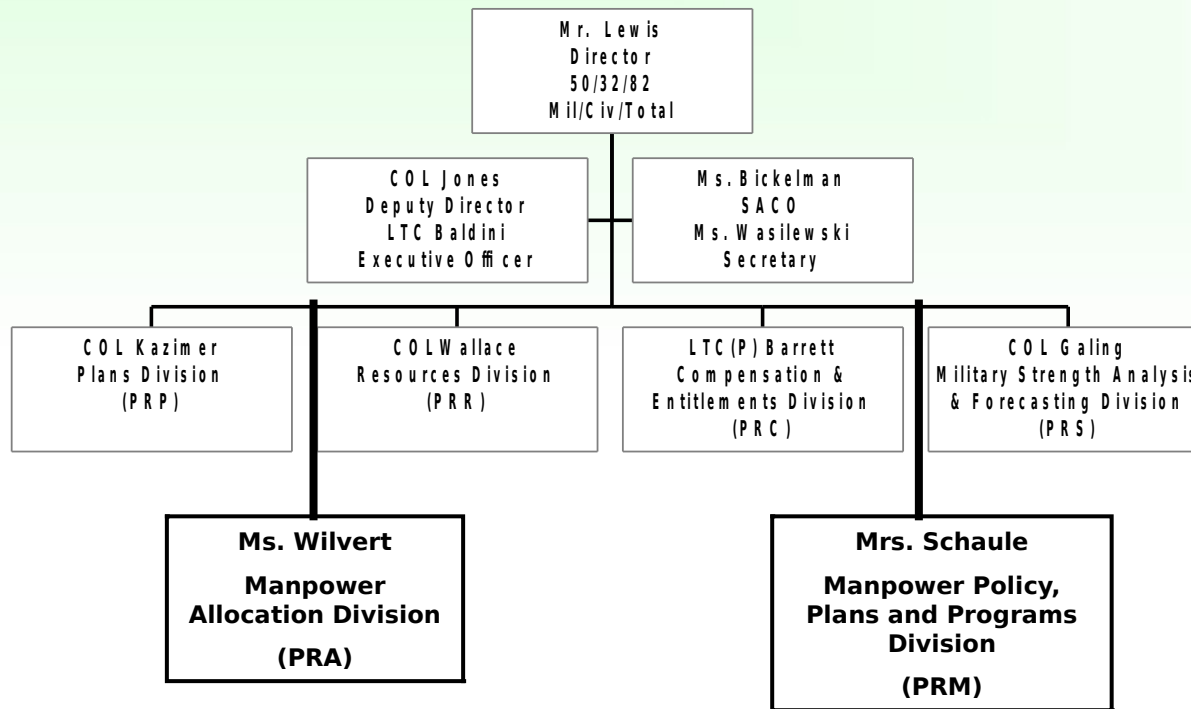


**CP26 Proponency responsibility resides in this Division**

**NOTE: We are currently recruiting  
to fill a vacant GS-9/11/12  
Management Analyst position**



# Plans and Resources Directorate



30 Jan 2004

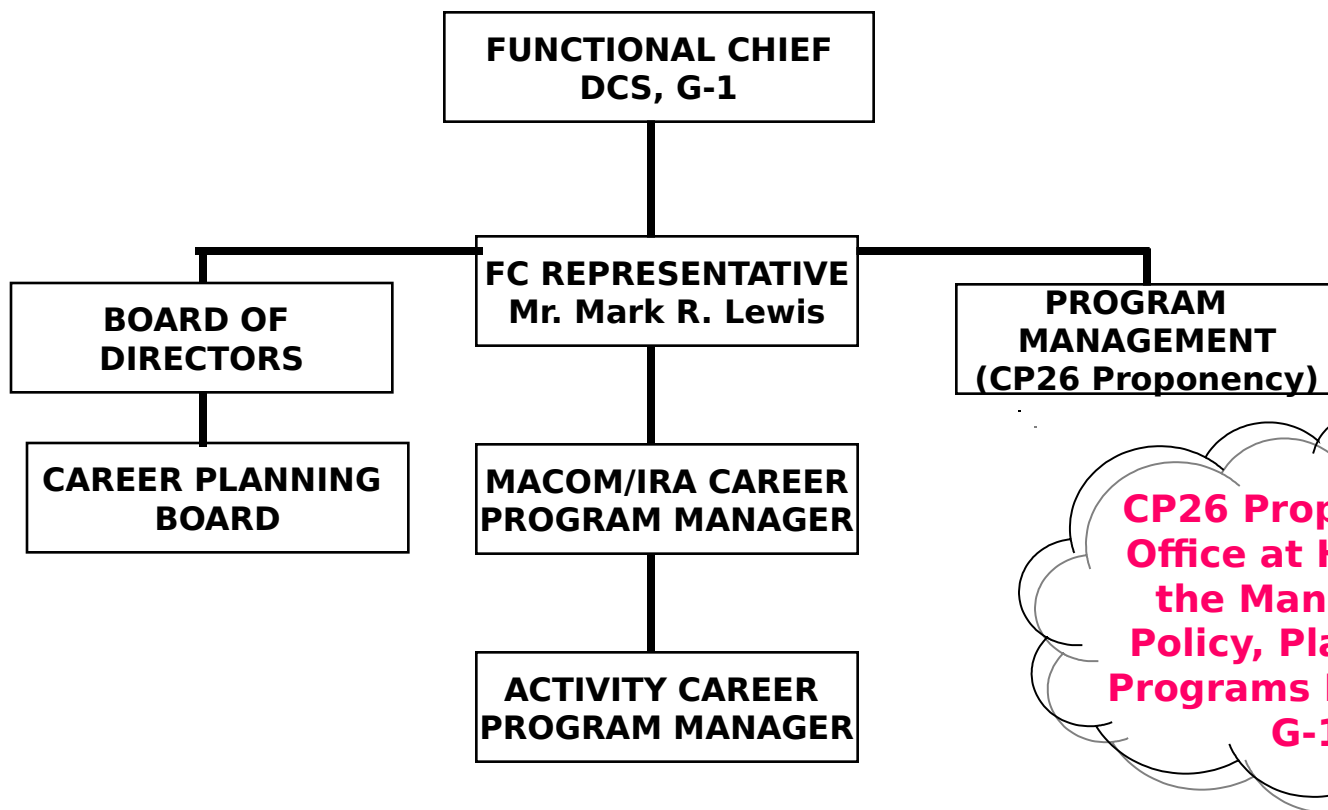


## ***Responsibilities of the CP26 Proponency Office***

- ❖ **Competitive Professional Development (CPD)**
- ❖ **Central selection of career interns**
- ❖ **Developmental assignments program**
- ❖ **Secretary of the Army Awards Program for Improving Manpower and Force Management**
- ❖ **Manpower and Force Management Course**
- ❖ **Strategic planning**
- ❖ **ACTEDS Plan**
- ❖ **CP26 website**
- ❖ **Career management councils and working groups**
- ❖ **Planning Board and Board of Directors**
- ❖ **Career counseling/advice/assistance**



# ***Career Program 26 Management***







## ***Scope of CP26 Career Program***

### ***❖ 1,813 Career Program Employees Working in:***

- GS-343 Management and Program Analysis
- Other Series When 50% or More of the Duties Involve Manpower / Force Management (e.g., GS-301)

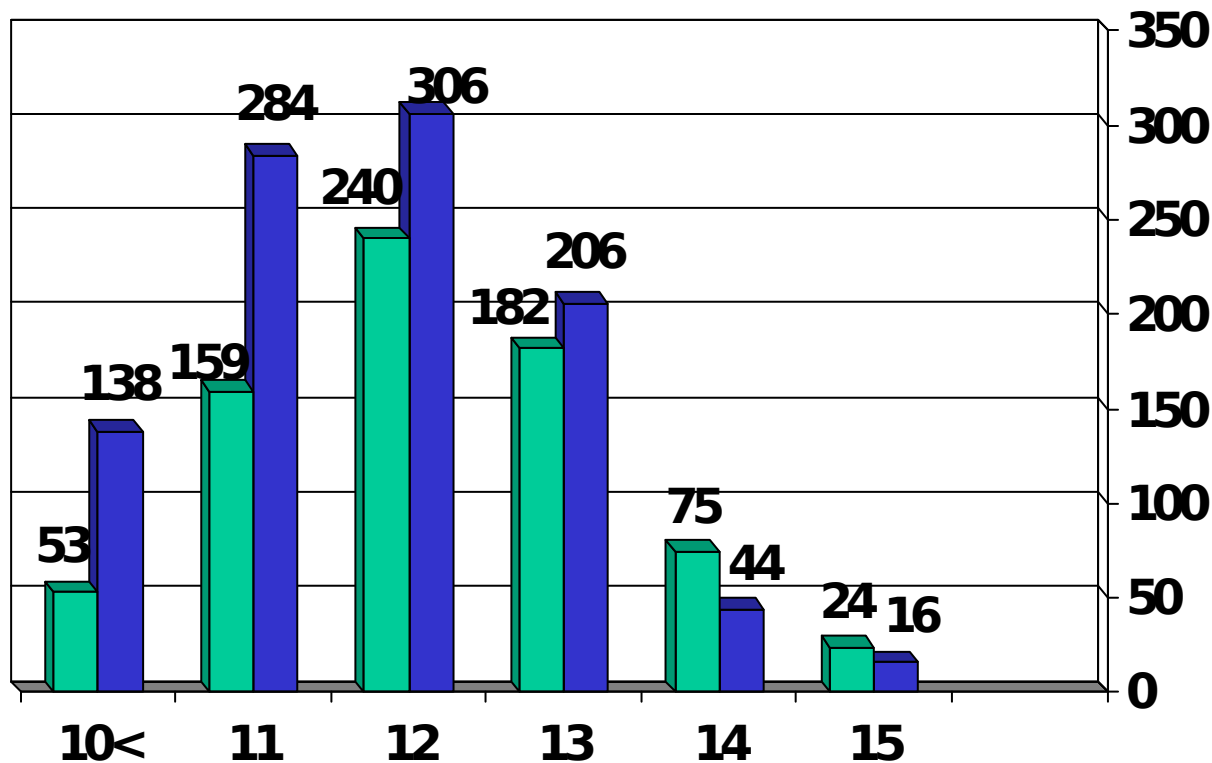


## ***Manpower & Force Management Functional Areas***

- ❖ **Manpower reporting & force management-manpower allocation**
- ❖ **Planning, Programming, Budgeting, and Execution**
- ❖ **Organization, mission and function**
- ❖ **Force structure**
- ❖ **Combat developments**
- ❖ **Manpower requirements determination**
- ❖ **Equipment management**
- ❖ **Total Army Authorization Documents System (TAADS)**
- ❖ **General manpower management**



## Career Program 26 Population



**Personnel  
Demos**  
Males 31  
Females 55

Male  
Female

Males 764  
Female 1,049  
Total 1,813

Source: ACPERS Aug 2003



## ***CP 26 Career Management***

### **❖ Recruitment**

- All CP26 Positions Filled Through Resumix
- Best Qualified Candidates Referred to Selecting Official

### **❖ Central Selection of Interns**

- Entry-level Personnel with Structured Training Plan and Non-Competitive Promotions to Journeyman Positions
- Centralized Selection of Interns since 2000
- Forty-one Interns Hired Recently -- 800 Applicants



## ***CP 26***

# ***Professional Development***

### ❖ **ACTEDS Plan: Army Civilian Training, Education and Development System**

**Roadmap for Career Progression, Training, and Development in CP26**

**June 2000 ACTEDS Plan on CP26 Homepage**

### ❖ **Competitive Professional Development**

**FCR-Managed Fund to Train and Develop GS-11 and Above**

**Workforce**

**Components are:**

- College/University Programs
  - Full and Part-Time
  - Undergraduate and Graduate
- Developmental Assignments



## **CP 26**

### **Awards and Marketing**

#### **❖ Secretary of the Army Awards for Improving Manpower and Force Management (Chap 12, AR 570-4)**

**Superior Performance in Manpower and Force Management**

**Organizational Excellence in Manpower and Force Management**

**Distinguished Service in Manpower and Force Management**

**General Lesley McNair Award**

**General Mark Clark Award**

***Nominations are always due  
third Monday of each October!***

#### **❖ Marketing**

**CP26 website at [www.cp26.army.mil](http://www.cp26.army.mil)**



# ***CP26 Resources***

***Manpower Policy, Plans and Programs Division,  
DCS, G-1***

## ***CP26 Proponency Office***

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***Any Questions???***  
***Comments???***